

Managing The Psychological Contract Using The Personal Deal To Increase Performance By Michael Wellin 2007 02 28

Thank you for downloading **Managing The Psychological Contract Using The Personal Deal To Increase Performance By Michael Wellin 2007 02 28** . As you may know, people have look numerous times for their chosen readings like this **Managing The Psychological Contract Using The Personal Deal To Increase Performance By Michael Wellin 2007 02 28** , but end up in infectious downloads.

Rather than reading a good book with a cup of tea in the afternoon, instead they are facing with some harmful bugs inside their desktop computer.

Managing The Psychological Contract Using The Personal Deal To Increase Performance By Michael Wellin 2007 02 28 is available in our digital library an online access to it is set as public so you can get it instantly. Our digital library spans in multiple countries, allowing you to get the most less latency time to download any of our books like this one.

Kindly say, the Managing The Psychological Contract Using The Personal Deal To Increase Performance By Michael Wellin 2007 02 28 is universally compatible with any devices to read

Get a Life, Not a Job - Paula Caligiuri PhD 2010-03-05
You can design your own career, so you love what you do! You only have one life: why settle for anything less? Whether you're an entrepreneur or working within a company, Get a Life, Not a Job shows how you can make it happen for yourself. You'll learn how to move towards a fulfilling career that offers greater work-life balance, financial security, and personal control over your future -- and more sheer pleasure and inspiration from the work you do. You'll learn how to allocate more time to roles you

enjoy, and shed roles you can't stand... identify career choices you'll be passionate about, and build your skills and abilities to match them... improve your career without leaving your employer, and make your position more resistant to downsizing... define a mix of several stimulating and liberating wealth-building activities that keep your life engaged and balanced... keep personal relationships healthy while you pursue work you'll love. This book doesn't just teach you powerful career techniques: it profiles people in all walks of life who've used these them to build truly inspiring careers. With greater

workplace uncertainty than ever, you can no longer afford to let anyone else control your destiny – or to maintain outdated “psychological contracts” with your employer. You need to take control of your own career and future. With this book’s help, you can do just that – and make work more fulfilling than you ever dreamt possible.

Encyclopedia of Human Resources Information Systems: Challenges in e-HRM - Torres-Coronas, Teresa
2008-07-31

Analyzes key critical HR variables and defines previously undiscovered issues in the HR field.

Get a Life, Not a Job - Paula Caligiuri PhD 2010-03-05

You can design your own career, so you love what you do! You only have one life: why settle for anything

less? Whether you’re an entrepreneur or working within a company, Get a Life, Not a Job shows how you can make it happen for yourself. You’ll learn how to move towards a fulfilling career that offers greater work-life balance, financial security, and personal control over your future -- and more sheer pleasure and inspiration from the work you do. You’ll learn how to allocate more time to roles you enjoy, and shed roles you can’t stand... identify career choices you’ll be passionate about, and build your skills and abilities to match them... improve your career without leaving your employer, and make your position more resistant to downsizing... define a mix of several stimulating and liberating wealth-building activities that keep your life engaged and

balanced... keep personal relationships healthy while you pursue work you'll love. This book doesn't just teach you powerful career techniques: it profiles people in all walks of life who've used these them to build truly inspiring careers. With greater workplace uncertainty than ever, you can no longer afford to let anyone else control your destiny – or to maintain outdated “psychological contracts” with your employer. You need to take control of your own career and future. With this book's help, you can do just that – and make work more fulfilling than you ever dreamt possible.

Handbook of Research on the Psychological Contract at Work -

Yannick Griep 2019

The psychological contract is considered a critical construct in

organizational behavior literature because it informs employee emotions, attitudes, and behaviors in the workplace. Although the psychological contract has been explored extensively over the last 50 years, numerous theoretical, conceptual, empirical, methodological, and analytical changes have pushed the field forward. As such, it is time to take stock and move forward. The contributors to this Handbook explore in detail this important component of modern management thinking.

The Psychological Contract of Volunteers - Leanne Maree McCormick 2013

Reform of performance expectations has transformed the Australian not-for-profit (NFP) operational environment, with organisational volunteers increasingly regarded as

part of the available service delivery workforce. This perspective creates a significant challenge for strategic human resource management (SHRM) principles and practice, particularly the development and consolidation of constructive attitudes on the part of volunteers. To date, research examining the specific relationships between HRM strategy and volunteer attitudinal outcomes has been deficient. It is also understood that while many HRM practices are applicable to both paid staff and volunteers, transfer capacity is not universal. It is therefore proposed that new mechanisms of engagement, based on social exchange, might be usefully applied to organisational volunteers. Organisational behavioural (OB) constructs of organisational

commitment (OC) (Allen & Meyer, 1990) and psychological contract (PC) (Rousseau, 1989) show considerable promise in this emergent area of management practice. This study used self-reported data from 921 volunteers engaged with a large NFP organisation. The quantification of the volunteer-centric psychological contract and the nature of its interaction with commitment were key study objectives. Based on organisational commitment theory (Allen & Meyer, 1990; Meyer & Parfyonova, 2010) and the volunteer literature, this study examined the direct relationships between the antecedents of affective and normative commitment, using multiple regression analysis. A relational psychological contract was tested as a mediator of the direct commitment

paths, and psychological contract fulfillment was tested as a conditional effect on the relational psychological contract - commitment paths. Findings supported the existence of direct, mediated, and moderated-mediation relationships. Of particular note was the comparative strength of personal importance in predicting affective commitment, and congruence of organisation mission and values with personal values in relation to normative commitment. The study found that the effects of personal importance, role scope, need satisfaction antecedents, on affective commitment were transmitted by a relational psychological contract. The relationships of socialisation, and congruence of organisational mission and values with personal values, with normative

commitment were mediated by a relational psychological contract. Fulfillment moderated the contract-commitment path for affective commitment only. The findings of this study contribute to the limited empirical research regarding the relationships relevant to volunteer attitudes, and the role of the psychological contract. The study challenges assumptions in the literature that have led to the neglect of commitment antecedents such as personal importance, formalisation of procedures, need satisfaction, and value congruence. The study utilises the broadened application of the psychological contract beyond the traditional employee focus to a volunteer frame of analysis, and explicitly operationalises the theorised

'nature' of the association between dimensions of the psychological contract and organisational commitment. The study has implications for management theory and practice relevant to volunteers. By considering how OB constructs apply to volunteers, the study provides an opportunity to tap the underlying needs and organisational relationships essential to volunteer involvement. Through the establishment of a promissory and reciprocal exchange agreement, favourable workplace attitudes, such as organisational commitment, can be encouraged by NFP organisations throughout a critical element of the sector workforce.

Leadership Through A Screen - Joseph Brady 2019-04-04

The book defines and helps provide

key solutions for some of the greatest leadership challenges facing global managers today. Leadership Through the Screen is a business leadership guidebook that tells a story. Written in an easy-to-read manner, each chapter highlights a single issue through the eyes of a fictional VP of marketing. The authors have done the research and included it in these pages so that business leaders do not have to. This book is meant to serve as a map to help modern managers weave their way through many of the fundamental challenges of leading people in a global and virtual realm. It provides the tools, knowledge, and potential solutions these leaders can use to forge successful and productive virtual teams.

Understanding Psychological Contracts

at Work - Neil Conway 2005-11-17
How can we understand the relationship between employer and employee? What determines the give and take of such relationships and what happens when they go wrong? This text is a comprehensive overview of what is now the major way of trying to understand the employment relationship - the concept of the psychological contract.

Evaluating International Public Health Issues - Mbuso Precious Mabuza 2019-09-03

This book makes an original contribution in addressing contemporary critical discussions and reflections on international health policies, strategies, programmes, systems, diseases, disasters, and public health issues. It includes reflections on how levels of

governance, development and technical assistance affect countries' disaster readiness and health systems. In addressing inequalities between the rich and the poor, and unpacking how this affects public health services, policies, strategies and their collective implementation, the book aspires to improve standards of public health and quality of life for sustainable development globally. It provides a comprehensive overview of international health policies and aid structures, and pays particularly close attention to policies on HIV/AIDS in the workplace, discussing how HIV/AIDS has overshadowed non-communicable diseases (NCDs) such as hypertension and stroke, which are on the rise. This book will be of great benefit to students and researchers, as well as policymakers in

governmental and non-governmental organisations, who have an interest in achieving greater sustainability and improved health for populations in low-, middle- and high-income countries. It will be an indispensable book for students in Public Health programmes, and related courses.

Managing the Psychological Contract - Michael Wellin 2016-05-13

The psychological contract lies at the heart of your relationship with the organisation you work for. It is the deal you make with your employer and colleagues at work; it is about your mutual expectations and their fulfilment. Too often this contract is implicit and left to chance, resulting in misunderstanding, stress, lower commitment and performance. The author demonstrates

how to use the psychological contract to raise the business game and increase personal fulfilment.

Managing the Psychological Contract is the first book which shows how the psychological contract can be used in practice. In it Michael Wellin advocates going beyond the traditional static view of the psychological contract between the organisation and its employees. He shows how to create unique and dynamic customised Personal Deals between people and teams. He does this by showing how to make personal deals explicit and mutual, and provides practical tips for leaders, employees and HR professionals. Separate chapters are devoted to leadership, culture change and strategic HR management. There is also a chapter of practical ideas for

individuals who want to change their personal deal at work. The author's ideas are based on his own research and consultancy experience as well as the latest business school research. The book has a number of case studies showing how different organisations use the psychological contract. This is an important and extremely readable book for all those concerned with the improved performance of people and organisations.

The Management of Careers - Peter Herriot 1997-03

This special issue addresses such concerns as the loss of employment security and promotion prospects and their effects, primarily from the organization's perspective.

Handbook of Research on Human Factors in Contemporary Workforce Development - Christiansen, Bryan 2017-03-24

The development of any organization is deeply connected with the influences of its employees. By implementing new competencies in the workforce, both the employees and the business overall can thrive. The Handbook of Research on Human Factors in Contemporary Workforce Development is a pivotal source for the latest scholarly perspectives on social aspects and employee influences on modern business environments.

Including a range of topics such as gender diversity, performance appraisal, and job satisfaction, this publication is an ideal reference for academics, professionals, students, and practitioners seeking content on optimizing development in contemporary organizations.

International Human Resources Management - Carolina Machado

2015-03-07

This book covers the issues related to human resource management (HRM) in an international context. It gives perspectives and future direction in International HRM research. The chapters explore the models, tools and processes used by international organizations in order to assist international managers to better face the challenges and changes in HRM. It is suitable to HR managers, engineers, entrepreneurs, practitioners, academics and researchers in the field.

Armstrong's Handbook of Performance

Management - Michael Armstrong

2014-11-03

Managing staff performance is an effective mechanism for developing both staff and organizational growth. By clarifying an organization's

objectives, translating these into clear individual goals and reviewing these goals regularly, performance management provides a well-structured and effective management tool. In the completely updated fifth edition of Armstrong's Handbook of Performance Management, Michael Armstrong considers the latest developments in this area, and how these can be applied to managing staff for increased performance. The new edition includes guidance on 360-degree feedback and the results of a far-reaching e-reward survey of performance management practices in 156 organizations. Ideal for practitioners and students alike, Armstrong's Handbook of Performance Management is aligned to the CIPD standards for Performance Management and so is ideal for those working

towards the intermediate and advanced level qualifications. It remains the most authoritative and engaging textbook on performance management. Online supporting resources include lecture slides, a glossary of terms and a literature review.

Supervisor Psychological Contract Management - Maida Petersitzke
2009-04-26

Maida Petersitzke provides an overview of the literature on psychological contracts and presents a four-tier framework that details how organisations can systematically manage the psychological contracts of their employees.

Contemporary Themes in Strategic People Management - David Hall
2017-09-16

Examines core contemporary topics in HRM using case studies to highlight

theory and provide students with a business context within which to understand the topic. Questions help students to critically evaluate the material and reflect on alternative approaches. Ideal for undergraduate, postgraduate and MBA students.

Managing Public Services - Implementing Changes - Tony L. Doherty 2014-01-03

The work of a manager in a service organisation is not the same as the work of a manager in an organisation that manufactures goods. Managing Public Services, Implementing Changes – A Thoughtful Approach 2e, is for students and managers who intend to work in a service organisation whether it is owned publicly or privately. This book concentrates on how managers can change things for the better and explains 'why' as well

as 'how'. The second edition has been fully updated to address challenges facing public services with new material on managing cuts, managing risk, managing innovation, producing funding applications, Lean Management and process review. A new chapter on managing social enterprise and generating social capital has also been added. This text is both solidly practical and theoretically challenging and is supported by strong pedagogical features including: case studies and illustrative vignettes from public service managers working in Europe, Asia, Australia and the US; exercises and review questions. Students will develop learning skills that enable them to transfer their learning from one situation to another and thinking skills that enable them adapt the way

that they apply their learning as circumstances change. This comprehensive text has been specifically designed and developed to meet the needs of students studying public services management at undergraduate and postgraduate level. It allows the reader to develop transferable skills in thinking and learning as they work through the book and gives greater awareness of the benefits of continuous learning for staff and managers.

21st Century Management: A Reference Handbook - Charles Wankel 2008

Ordered as part of a set on ID 7574134.

Towards the Next Orbit - Subir Verma 2011-01-11

The global meltdown, the concomitant demise of legendary corporate

behemoths, and the challenge of competing in a world marked by unprecedented complexities, volatility, discontinuities, and ambiguities, have pushed discussions on survival and excellence to the forefront. *Towards the Next Orbit: A Corporate Odyssey* brings forth ideas, experiences, studies, insights, and suggestions from renowned theoreticians and practitioners towards changing and succeeding in a new world. The first part of the book comprises rich conceptual papers and research-based empirical papers written primarily by thought leaders from all over the world. The second part comprises dialogs with persons who are well known in the business landscape as "change masters." The chapters discuss cutting-edge ideas in the areas of corporate behavior,

positioning, growth, leadership, employee relations, and so on. Together, the articles and interviews will help readers develop perspective, cognitive framework, behavioral repertoire, and portfolio of practices for making the transition from simply functioning to achieving excellence.

Managing the Psychological Contract -
Michael Wellin 2016-05-13

The psychological contract lies at the heart of your relationship with the organisation you work for. It is the deal you make with your employer and colleagues at work; it is about your mutual expectations and their fulfilment. Too often this contract is implicit and left to chance, resulting in misunderstanding, stress, lower commitment and performance. The author demonstrates

how to use the psychological contract to raise the business game and increase personal fulfilment. *Managing the Psychological Contract* is the first book which shows how the psychological contract can be used in practice. In it Michael Wellin advocates going beyond the traditional static view of the psychological contract between the organisation and its employees. He shows how to create unique and dynamic customised Personal Deals between people and teams. He does this by showing how to make personal deals explicit and mutual, and provides practical tips for leaders, employees and HR professionals. Separate chapters are devoted to leadership, culture change and strategic HR management. There is also a chapter of practical ideas for

individuals who want to change their personal deal at work. The author's ideas are based on his own research and consultancy experience as well as the latest business school research. The book has a number of case studies showing how different organisations use the psychological contract. This is an important and extremely readable book for all those concerned with the improved performance of people and organisations.

Core Management for HR Students and Practitioners - Peter Winfield
2007-06-01

This is the second edition of the successful text published in 2000. The text continues to include self-assessment exercises, exam question, further reading and research and uses short case studies and articles to relate theory to practice. The new

edition is completely up-dated with more extracts from Personnel Today and linked in to a website provided by the authors. The book provides excellent coverage of the CIPD syllabus for three core areas of the CIPD syllabus, Managing People, Managing Activities and Managing a business context. New end of chapter website links are included.

Work-Life Balance - Fiona Jones
2013-04-15

What are the effects of conflict between home and work? Does work stress affect those who live with you? In the rapidly changing modern work environment, time pressures seem ever increasing and new technology allows work to be conducted any time and anywhere. These are just two of the factors that make it more and more difficult for working men and

women to integrate work and home life. Consequently, there is a need for flexible and innovative solutions to manage the work-home interface. *Work-Life Balance: A Psychological Perspective* presents up-to-date information on work-home issues, including the latest research findings. The book's emphasis is strongly psychological, with a focus on practical solutions, and includes chapters which deal with psychological issues such as the conflict between work and family, how work stresses may affect partners, and recovery from work. It also includes sections on legal issues, as well as examples of initiatives being implemented by leading employers. Contributors are drawn from the leading researchers in their fields and reflect the international

character of the current challenges facing employers and employees. Its practical focus and innovative approach make this an essential book for managers, HR professionals and organizational psychologists, as well as students in these disciplines. The theoretical basis and research focus mean the book will also be invaluable for researchers investigating workplace issues.

I-deals: Idiosyncratic Deals
Employees Bargain for Themselves -

Denise Rousseau 2015-02-12

Employees with valuable skills and a sense of their own worth can make their jobs, pay, perks, and career opportunities different from those of their coworkers in subtle and not-so-subtle ways. Work at home arrangements, flexible hours, special projects - personally negotiated

arrangements like these can be a valuable source of flexibility and personal satisfaction, but at the risk of creating inequality and resentment by other employees. This book shows how such individual arrangements can be made fair and acceptable to coworkers, and beneficial to both the employee and the employer. Written by the world's leading expert on the subject, I-deals: Idiosyncratic Deals Employees Bargain for Themselves challenges traditional notions that standardization is the way to create workplace justice. The book is filled with real examples, cases, and supporting data. It expands conventional ideas of workplace fairness, provides details on the power that workers influence over their employment conditions, and

spells out how employees and employers can channel this influence into mutually beneficial innovations. The book is "must reading" for students and scholars in the fields of human resource management and organizational behavior, and for managers and employees everywhere.

Work–Family Triangle Synchronization

- Anat Garti 2022-09-19

"I need to check with my wife" is a common response of an employee to his manager, emphasizing the tug of war between the employee's spouse and the workplace. The challenges in the fields of work and family have been the focus of researchers for decades. Frameworks for work–family conflict, work–family enrichment, and work–family balance have been put forth in light of the complexity of the interface. Yet the relationship

between the three stakeholders managing the interface (manager, employee, and spouse), has not received the attention it deserves. Work–Family Triangle Synchronization takes a holistic look into the triangle of forces involved in the conflict: the manager, the employee, and the employee's spouse at home. Using the therapeutic triangle relationship framework, it elaborates on the dynamic of work–family triangles and offers a structured process for designing a psychological contract among the three players. This process is termed work–family triangle synchronization (WFTS). Based on the authors' 20 years of academic research and field experience in the organizational and family domains this book introduces a novel synchronization model,

methodology, and compelling tools. Personal anecdotes and stories make the text accessible and understandable, accompanying the reader step by step in the task of developing a synchronized work–family triangle psychological contract, as both a diagnostic and a management tool.

Human Resource Management in the Digital Economy: Creating Synergy between Competency Models and Information - de Juana-Espinosa, Susana 2011-11-30

Businesses worldwide are faced with major challenges related to the progressive (and many times unavoidable) incorporation of information technologies into their processes. Often, organizations don't suitably react to the new requirements of these technologies,

resulting in outdated policies, practices, and strategies. *Human Resource Management in the Digital Economy: Creating Synergy between Competency Models and Information* is a reference for both practitioners and academics that demonstrates how to implement e-management and competency models in companies. This book offers perspectives on the impact of integrated e-human resource policies and provides recommendations for addressing the shift from traditional human resource policies to new perspectives.

Psychological Contracts in Employment - Denise Rousseau 2000-05-17

The relationship between workers and firms are changing worldwide. Nowhere is this more evident than in the psychological contracts of employment. This book combines the

cross-national perspectives of organizational scholars from thirteen countries to examine how societies differ in the nature of psychological contracts in employment and how global business initiatives are bridging these differences. The contributors include social scientists with deep knowledge of the particular societies they describe, and whose personal scholarship involves psychological contract phenomena locally as well as abroad. Readers of Denise Rousseau's award winning book, *Psychological Contract in Organizations* (Sage 1995) will welcome the extension of this groundbreaking work into the global arena. People Management and Performance - John Purcell 2008-09-03
Do human resource management practices actually work? This timely

and engaging volume examines the links between people management practices and organizational performance. Focusing on the implementation and impact of HR strategies, the book puts forward a model, which draws attention to: The importance of the culture and values of the organization The needs of professional knowledge workers The links between human resources and performance *People Management and Performance* takes a critical view of how and why HR practices have had a positive impact on a range of organizations and also considers the implications for theory and practice. Incorporating case studies from well known organizations, such as Nationwide and Selfridges, this book will be of interest to graduate students of HRM and business and

management, as well as practitioners working in the field.

EBOOK: The Psychological Contract: Managing and Developing Professional Groups - Christeen George 2009-10-16

What is the psychological contract? How do the psychological contracts of professional workers change over time? Do professional workers feel more committed to their profession or to their employing organization? Can psychological contracts be 'managed'? These are some of the key questions addressed by this book in its examination of the role played by the psychological contract in the developing careers of professional workers. The book seeks to make sense of the organizational experiences of the professional worker by drawing on several areas of research, including the psychological contract, social

identity theory, theories of career development and retention. The author uses real-life examples and short case studies to situate psychological theory within organizations. Beginning with an introduction of the history and concept of the psychological contract, the book provides an overview of the major areas of research. However it goes beyond a simple description to focus on the careers of professional workers, from factors influencing the entrance into a profession, to the process of developing professional identities and career progression. The developing professional career may involve a progression to managerial responsibilities which can lead to organizational conflict. The book offers insights into the influence of the psychological

contract when it comes to critical career decisions, including a discussion of the consequences of psychological contract violation. Finally the role of HR is examined with reference to the 'management' of the psychological contract and the retention of key professional workers within organizations. The book is key reading for all psychology students, especially those specializing in occupational, organizational, work and business psychology. It will also be of interest to HR students and HR professionals, business students and health professionals.

Learning from Burnout - Tim Casserley
2008-10-30

Burnout is a taboo subject. Admitting you are burning out in your job is tantamount to career suicide for some employees; for their organizations it

is like raising a white flag in the war for talent. But suppose that preventing burnout is the worst thing you can do. Suppose for some people, particularly high fliers, it represents a call to deep and urgent learning about themselves and how they relate to the world. Suppose that we need instead to learn to manage burnout and harness the powerful learning potential of the experience, and in so doing build careers aligned with individual meaning and purpose, sustainable in the long term. What would organizations and their people need to do to achieve this? This book: *

- * Explains what burnout is, how it is becoming the 21st-century business equivalent of the 'black death', and how it can derail your career *
- * Highlights the financial,

reputational and personal costs to organizations and people * Details how burnout can deliver a killer punch to talent management and the development of the leaders of tomorrow, and risk the retention, growth and productivity of high fliers * Explores why some of us develop a strong sense of our own, personal identity at work, while others find it more difficult * Presents a coaching process to manage burnout and harness its learning potential * Provides a framework for individuals to build careers aligned with individual meaning and purpose.

People Skills at Work - Evan Berman
2011-11-03

Wouldn't you like to achieve better work results, advance your career, navigate the workplace effortlessly, and more easily balance work success

with personal well-being? Who doesn't want the secret recipe for that? While there may not be a single, one size fits all answer, developing a people skills toolkit can put you on the right path. An exploration of the ways in which people skills can be acquired and developed, *People Skills at Work* discusses new career development tools, the role of professional commitment statements, psychological contracts, and how to work with difficult people. Manage interpersonal relationships in the workplace Improve communications with coworkers and constituencies Work with people of different ages, gender, and backgrounds Handle conflicts with co-workers and clients Shaped by the authors' experience, the book reflects their professional and personal integration of many

different sources of knowledge and experience. The book uses a practical approach to address critical social skills, career advancement and professionalism, and how the different career stages affect key relationships. Each chapter elucidates the development of a specific skill and includes examples, sets benchmarks, and examines the particular skill's relationship to the other skills presented in the book. Good people skills are no longer on the "nice to have" list; in most work settings they are simply a must. Very few people can escape the reality that their success usually requires having good people skills, too. This book gives you the tools to improve interpersonal relationships, communications, job performance, and interaction with people of different

ages, genders, and backgrounds. Aging Workers and the Employee-Employer Relationship - P. Matthijs Bal 2014-09-23

This book focuses on the aging workforce from the employment relationship perspective. This innovative book specifically focuses on how organizations can ensure their aging workers remain motivated, productive and healthy. In 15 chapters, several experts on this topic describe how organizations through effective human resource management can ensure that workers are able to continue working at higher age. In addition, this book discusses the role older workers themselves play in continuing work at higher age. To do this, the authors integrate research from different areas, such as literature on

leadership, psychological contracts and diversity with literature on the aging workforce. Through this integration this book provides innovative ways for organizations and workers to maintain productivity, motivation and health. *Aging Workers and the Employee-Employer Relationship* summarizes the latest research on how employment relationships change with age and its implications for supporting the well-being, motivation and productivity of older workers. It identifies ways to improve how both companies and workers solve the problems they face. These include better designed employment practices and more adaptive job content and developmental opportunities for aging workers along with activities aging workers can engage to enhance their

own job crafting, learning and employability.

Great Minds in Management - Ken G. Smith 2005-09-22

Michael Hitt and Ken Smith bring together some of the most influential and original thinkers in management. They also reflect on the process of theory development, presenting their own personal accounts of the gestation of these theories.

Psychological Contracts in Organizations - Denise Rousseau 1995-05-18

The organizational, social and psychological meanings of contracts, both written and unwritten, are the focus of this volume. The author addresses a number of important topics including contract making, interpretation of contracts, contract violations, strategies for changing

contracts and contracts evolving from circumstances relevant to the 1990s. In addition, a thought-provoking discussion of how contracts are linked to an organization's strategy and its human resource practices is included. The book concludes with an assessment of societal trends that point to large scale changes in future employment contracts.

Employment Contracts, Psychological Contracts, and Employee Well-Being -

David E. Guest 2010-07-22

The book covers seven countries: Belgium, Germany, the Netherlands, Spain, Sweden, and the UK, as well as Israel as a comparator outside Europe. Data was collected from over 5,000 workers in over 200 organizations, and from both permanent and temporary workers, as well as from employers. --

Handbook of Research on Comparative Human Resource Management - Chris Brewster 2012

This second, updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars, students and practitioners. The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM, on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world.

Redefining the Psychological Contract in the Digital Era - Melinde Coetzee 2021-02-18

This book introduces the psychological contract as a multi-

level contextual construct and closes some of the knowledge gaps on the nature of the digital era psychological contract. The digital era psychological contract gives rise to a new type of employer-employee relationship manifesting at the nexus between people and technology in a post-COVID-19 world. The book volume provides promising new approaches for psychological contract research, offering a rich compendium of reflections on the shifts in employer-employee expectations and obligations, as well as suggestions for future research and practice. Chapter contributions are divided into four main sections: The Digital Era: Contextual Issues and the Psychological Contract Managing the Psychological Contract in the Digital Era: Issues for Organisational

Practice Managing the Psychological Contract in the Digital Era: Issues of Diversity Integration and Conclusion Redefining the Psychological Contract in the Digital Era is an insightful examination of the evolving nature of the psychological contract, presenting novel insights into the antecedents, consequences, and facets of the new multi-level contextual digital era psychological contract. The primary audience for this book volume is advanced undergraduate and postgraduate students in industrial and organisational psychology and human resource management, as well as scholars in both academic and applied work settings. Human resource managers and professionals will also have an interest in this book volume. **Augmenting Employee Trust and**

Cooperation - Andrei O. J. Kwok
2021-06-01

This book is an essential guide for academics and practitioners to understand employees' differences in personality and how best to motivate them accordingly. The authors provide an in-depth perspective of how organizations can better prepare for the new realities of the workplace. Amidst the war for talent and a continually evolving workplace that has reduced employee psychological attachment, employees prefer to be treated as individuals with the expectation of individual recognition and reward. The authors draw from their personal, corporate, and research experience by combining interdisciplinary perspectives (organizational behavior, human resource management, psychology,

sociology, economics) to offer holistic insights into individual expectancy and motivation integral to a successful employer-employee interaction. Interestingly, research remains lacking on the effects of excessive extrinsic rewards on trust and cooperation. Hence, this book fulfills significant gaps in vital areas that existing studies have not yet sufficiently addressed. These areas are psychological contract, excessive extrinsic rewards, and individual differences in personality (locus of control and general trust). The authors use scenario-based laboratory experiments to examine the moderating effects of locus of control and general trust that underscore employee expectations. The differential effects contribute to insight on behavioral outcomes in the

workplace that result from employee perception, personality, and intention towards the provision of rewards. Consequently, the book dispels the discrepancies between economists and psychologists about the efficacy of rewards. Findings demonstrate that although excessive extrinsic rewards augment all employees' trust and cooperation, it is vital for employers to reward selectively those who are most deserving. Findings offer a deeper understanding of the saliency, efficacy, and judiciousness of excessive extrinsic rewards. Employers will benefit by understanding how best to tailor rewards to motivate each employee. *Organizational Behavior Challenges in the Tourism Industry* - Aydin, ?ule 2019-12-27

Improving positive and reducing negative organizational behaviors in businesses are important in terms of organizational success as this will lead to an increase in employee organizational commitment and job satisfaction. Considering that the tourism industry has such a dynamic structure, it is obvious that behavioral issues in the industry need to be scrutinized.

Organizational Behavior Challenges in the Tourism Industry is a collection of innovative research that aims to explore relevant theoretical frameworks in terms of organizational behavior issues and provides the opportunity for tourism organizations to understand their employees' behavior. While highlighting topics including emotional labor, deviant behavior, and organizational

cynicism, this book is ideally designed for hotel managers, tour directors, restaurateurs, travel agents, business managers, professionals, researchers, academicians, and students.

Thriving in Digital Workspaces -
Melinde Coetzee 2019-08-30

This edited volume focuses on innovative solutions to the debate on human thriving in the fast emerging technology-driven cyber-physical work context, also called Industry 4.0. The volume asks the important question: How can people remain relevant and thrive in workplaces that are increasingly virtual, technology-driven, and imbued with artificial intelligence? This volume includes two major streams of discussion: it provides multidisciplinary perspectives on

what thriving could mean for individuals, managers and organisations in current and future non-linear and Web-driven workspaces. In this context, it points to the need to rethink the curricula of the psychology of human thriving so that it is applicable to Industry 4.0. Second, it discusses the new platforms of learning opening up in organisations and the ways and means with which people's learning practices can be adapted to changing scenarios. Some of these scenarios are: changing job designs and talent requirements; the demand for creativity; the need for virtual teams and intercultural collaborations; and changing emotional competencies. This topical volume includes contributions by scholars from across the world, and

is of interest to scholars, practitioners and postgraduate students of psychology, organizational behaviour and human resource management.

Managing Yourself Revised Edition -
Elearn 2009-11-03

Stuck for ideas, inspiration or just want to work differently? Management Extra brings all the best management thinking together in one package. The books are practical and well structured to provide an in depth treatment of these management topics. Titles in the series: * Business Environment * Change Management * Development for High Performance * Effective Communications * Financial Management * Information and Knowledge Management * Leadership and Management in Organisations * Leading Teams * Making Sense of Data and

Information * Managing Markets and Customers * Managing for Results * Managing Health, Safety and Working Environment * Managing Legal and Ethical Principles * Managing Yourself * Positive Working Relationships * Project Management * Quality and Operations Management * Reaching Your Goals Through Innovation * Recruitment and Selection * Reputation Management The series fuses key theories and concepts with applied activities to help managers examine how they work in practice. The books are created with individuals in mind. They are designed to help you improve your management skills. Management Extra can also be used in conjunction with management programmes of study aligned to standards. Each of the books has case studies, self

assessments and activities all underpinned by knowledge and understanding of the frameworks and techniques required to improve performance. Management Extra provides managers and trainers with a handbook for action and development. "You found it – what a find! A practical resource packed with all the relevant theory and suggested activities to support your professional development. An essential resource to have at your fingertips, jump in and enjoy." -- Russell Jeans, Learning and Development Manager, ntl "All the essential concepts are here, presented in an easily digestible format with lots of up to date case studies and references – but, most importantly, with plenty of thought provoking activities and self-

diagnostic exercises to make the learning personal and transferable."

--Peter Manning, Head of Training & Development, News International Newspapers Ltd

HR for Small Business For Dummies -

UK - Marc Bishop 2015-11-09

Your handy, authoritative guide to small business HR Packed with practical tips and advice on how to handle tricky people situations in the workplace, this friendly guide shows anyone without a ton of HR experience how to correctly—and legally—utilise HR practises within a small business. From hiring to firing, managing performance to leading change—and everything in between—HR For Small Business For Dummies ensures you and your organisation are prepared for whatever may come knocking on your

human resource department's door. Written by a team of authors that runs PlusHR—an organisation that provides outsourced HR services to small- and medium-sized companies—HR For Small Business For Dummies offers a thorough and accessible understanding of what HR is, how it works and what key UK legislation you need to know to resolve issue-led HR problems. Throughout the book, the emphasis is on communication and how you may need to tweak your strategy as your business grows, while special attention is given to how an owner's personal style of leadership and

management impacts everyone within a company. Build a recruitment strategy and establish successful HR practises Understand your legal and financial responsibilities as an employer Minimise your growing or shrinking pains—for you and your people Avoid the pitfalls of discrimination, bullying and unfair dismissal If you're an SME owner, director or practitioner who needs to know more about HR issues and how to best resolve them, HR For Small Business For Dummies cuts through the clutter and offers practical, day-to-day guidance on running an effective HR department.